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College of Business
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ACADEMIC APPOINTMENT

Sam Houston State University

College of Business Administration, Department of Management, Marketing & Info. Systems
Assistant Professor of Management

EDUCATION

New Mexico State University

Doctor of Philosophy, Management
Master of Business Administration

The University of Texas at El Paso

Bachelor of Business Administration

PUBLICATIONS

Wong, E., Crawley, R., Butler, S., Olson, A., **Mchiri, A.**, Gandhi, S., Caligiuri, M., & White, M. (2023). Resolving Conflict and Fostering Cooperation: A Cross-Cultural Experiential Exercise. *Management Teaching Review*. DOI: [10.1177/23792981231163303](https://doi.org/10.1177/23792981231163303)

Rice, D., **Mchiri, A.** & Massey, M. (2022). A Trickle-Down Model of Organizational Embodiment and The Impact of Supervisor Neuroticism. *Journal of Management & Organization*. DOI: [10.1017/jmo.2022.6](https://doi.org/10.1017/jmo.2022.6)

Mchiri, A. (2022). Psychological Capital and SMEs Performance: The role of Innovative Behavior and Risk Propensity. *Journal of the International Council for Small Business*. DOI: [10.1080/26437015.2021.1976082](https://doi.org/10.1080/26437015.2021.1976082)

Mchiri, A. (2022). Adaptive Resilience in Family Business During Crisis: The Mediating Role of Improvisation. *Piccola Impresa / Small Business Journal*. DOI: [10.14596/pisb.2952](https://doi.org/10.14596/pisb.2952)

WORKS IN PROGRESS

Williamson, G., Munyon, T., **Mchiri, A.** & Kozusznik, G. The Best of Both Worlds: How and When Hybrid Entrepreneurship Improves Hireability and Earnings. *Personnel Psychology*. Transcript ID: Ppsych-OGA-22-0415. (Revise & Resubmit)

Mchiri, A., Williamson, G., & Hoffman, J. Hybrid Entrepreneurship & Performance: The Role of Contextual Motivation in Using Real Options Logic. Target journal: *Entrepreneurship Theory & Practice*.

Mchiri, A., Zhou, Q., Dharba, S., Fatoki, J., Gandhi, S., Rudsari, S. & Flinchbaugh, C. Empathic Leadership in Covid-19: Untangling the Value of Cognitive and Emotional Empathy. Target journal: *Journal of Leadership & Organizational Studies*.

Rice, D., **Mchiri, A.**, Melaku, T. & Myers, A. Reducing Asymmetrical Relations of Power within the Peer Review Process: The Role of Procedural Justice. *Organization*. Transcript ID: GOM-5526. (Under review)

Mercado, M., Hechavarria, D. & **Mchiri, A.** Birds of a Feather Struggle Together? The Perils of Racial Homogeneity to Entrepreneurial Team Performance. (Accepted for presentation at AOM August 2022). Target Journal: *Academy of Management Journal*.

Mchiri, A., Sapru, A., Mitchell, C. & Nabisaaalu, J. Impact of Goal Orientations on Entrepreneurial Intention: The Intervening Effects of Fear of Failure and Core Self-Evaluations. Target journal: *Journal of Small Business Management*

Brewer, B. Billington C., **Mchiri, A.**, & Pixton. C. Enhancing humanitarian disaster response through ecosystem restructuring. Target journal: *Production Planning & Control*.

CONFERENCE PRESENTATIONS

Academy of Management

August 2023

Williamson, G.*, **Mchiri, A.***, Hofmockel, A.*, Urbig, D.*, & Procher*. V. It Takes Two: The Promise and Perils of Hybrid Entrepreneurship Research.

Rising Scholars Conference

November 2022

Mchiri, A.* Entrepreneurial Entry and Venture Performance: The Role of Entrepreneurial Engagement and Self-Efficacy.

Academy of Management

August 2022

Mercado, M.*, Hechavarria, D., **Mchiri, A.** Birds of a Feather Struggle Together? The Perils of Racial Homogeneity to Entrepreneurial Team Performance.

Babson College Entrepreneurship Research Conference *June 2022*

Mchiri, A. Every Day I am Hustling: Unleashing the ‘HERO Within’ Hybrid Entrepreneurs – Available at: <https://www.babson.edu/media/babson/assets/bcerc-dc-translations/22-Mchiri-Final.pdf>

Production and Operations Management Society *April 2022*

Brewer, B. Billington C., **Mchiri, A.***, & Pixton. C. Enhancing Humanitarian Disaster Response Through Ecosystem Restructuring.

Western Academy of Management *March 2022*

Mchiri, A.* Adaptive Resilience in Family Business during and post-crisis: The Mediating Role of Improvisation. (*Won Best Student Paper Award*).

Southern Management Association *November 2021*

Mchiri, A.* Psychological Capital Resources and Venture Performance.

International Council for Small Business World Forum *July 2021*

Mchiri, A.* Psychological Capital Resources and SMEs Performance: The role of Innovative Behavior and Risk Propensity.

European Academy of Management Conference *June 2021*

Mchiri, A.* Adaptive Resilience in Times of Crisis.

New Mexico State University Research & Creativity Week *November 2020*

Mchiri, A.* Not All Ties Are Created Equal. Exploring the Moderating Role of Gender on Network Ties and Entrepreneurship in Emerging Markets.

Mchiri, A.*, Zhou, Q., Dharba, S., Fatoki, J., Gandhi, S., Rudsari, S. & Flinchbaugh, C. Empathic Leadership during Covid-19: Distinguishing the Role of Cognitive Empathy.

Canadian Council for Small Business and Entrepreneurship *October 2020*

Mchiri, A.* Not All Ties Are Created Equal. Exploring the Moderating Role of Gender On Network Ties and Entrepreneurship in Emerging Markets.

Academy of Management *August 2020*

Mchiri, A.*, Zhou, Q., Dharba, S., Fatoki, J., Gandhi, S., Rudsari, S. & Flinchbaugh, C. Empathic Leadership during Covid-19: Distinguishing the Role of Cognitive Empathy. [Academy of Management Covid-19 Plenary Virtual Presentation.](#)

*denotes the presenter/facilitator

CONFERENCES & CONSORTIA PARTICIPATION

Academy of Management	<i>August 2023</i>
The Tenure Project Conference at the Wharton School of Business	<i>July 2023</i>
Rising Scholars Conference – The University of Chicago, Booth School of Business	<i>November 2022</i>
Southern Management Association	<i>October 2022</i>
Babson College Entrepreneurship Research Conference Doctoral Consortium	<i>June 2022</i>
Management and Organizational Behavior Teaching Society	<i>June 2022</i>
Western Academy of Management Conference & Doctoral Consortium	<i>March 2022</i>
U.S. Association for Small Business and Entrepreneurship Doctoral Consortium	<i>January 2022</i>
Southern Management Association	<i>November 2021</i>
Academy of Management	<i>July 2021</i>
European Academy of Management Conference	<i>June 2021</i>
Southwest Academy of Management Doctoral Consortium	<i>March 2021</i>
Academy of Management	<i>August 2020</i>

AWARDS AND SCHOLARSHIPS

Teaching Award in recognition of excellence in teaching, instructional innovation, and scholarship. Awarded by *The PhD Project* (August 2022)

Best Research Project at the 2022 USASBE Doctoral Consortium (May 13, 2022)

Best Paper Award at the 2022 Western Academy of Management (March 16-19, 2022)

Best Student Presentation Award at the Research & Creativity Week (November 23, 2020)

Babson College Entrepreneurship Research Conference (BCERC) **scholarship** (June 2022)

Management & Organizational Behavior Teaching Society (MOBTS) **scholarship** (June 2022)

Ph.D. Tuition **Scholarships** Recipient for the 2020 - 2021 academic year (January 2021)

Graduate Assistant Tuition **Fellowship**, 2019 – 2023

ACADEMIC SERVICE

Ph.D. school representative at <i>CARMA</i>	<i>2021 - Present</i>
Invited speaker at <i>The PhD Project</i> Conference	<i>November 2021</i>
Invited speaker at <i>NMSU Pete's Thesis and Dissertation Boot Camp</i>	<i>November 2021</i>

REVIEWER SERVICE

Academy of Management Annual Meeting (ENT Division)	<i>2019 - Present</i>
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Southern Management Association (SMA)	<i>2021 - Present</i>
European Academy of Management (EURAM)	<i>2021 - Present</i>
Western Academy of Management (WAM)	<i>2021 - Present</i>

PROFESSIONAL DEVELOPMENT

Teaching Strategies

The Experiential Learning Classroom XXII, University of Tampa	<i>(September 15-18, 2022)</i>
Management and Organizational Behavior Teaching Society	<i>(June 7-11, 2022)</i>
Strategies for Success in the College Classroom, Bentley University	<i>(June 1-3, 2021)</i>
Engaging Students Online Using Zoom and Canvas	<i>Spring 2021</i>
Fostering an Inclusive Class Environment Where all Students can Thrive	<i>Spring 2021</i>
Designing a Curriculum for Online and Hybrid Classes. Harvard Business School.	<i>Fall 2020</i>
Active Learning: What is it, How do You Implement it and Why Would You Want to?	<i>Fall 2020</i>
How Can Promoting Academic Integrity Improve Learning Outcomes for Students?	<i>Fall 2019</i>

Workshops & Trainings

Statistical Methods Training (Stats Camp Foundation)	<i>February 2023</i>
Mixed Methods and Qualitative Comparative Analysis (QCA)	<i>January 2022</i>
Introduction to SEM, <i>CARMA Texas Tech University.</i>	<i>June 2021</i>
Writing Journal Article in 12 Weeks. Publish & Flourish Workshop.	<i>Spring 2020</i>

POPULAR MEDIA

LC Sun News: <https://www.lcsun-news.com/story/news/education/nmsu/2022/03/05/nmsu-researchers-dive-into-humanitarian-response-covid-19-crisis/9378131002/>

LC Sun News: <https://www.lcsun-news.com/story/news/education/nmsu/2020/11/14/nmsu-doctoral-students-examine-value-empathetic-leadership/6296004002/>

PROFESSIONAL AFFILIATIONS

United States Association for Small Business and Entrepreneurship (USASBE)	<i>2021 – Present</i>
Southern Management Association (SMA)	<i>2020 – Present</i>
European Academy of Management	<i>2020 – Present</i>
Academy of Management (ENT, STR, & OB Divisions)	<i>2019 – Present</i>
The PhD Project	<i>2017 – Present</i>

PROFESSIONAL CERTIFICATIONS

Lean Six Sigma Greenbelt, Lawrence Technological University.	<i>2016</i>
Certified Defense Financial Manager, CDFM, ASMC.	<i>2015</i>

WORK EXPERIENCE

New Mexico State University, <i>Research Assistant/Instructor</i>	2019 – Present
William Beaumont Army Medical Center, <i>Budget Analyst</i>	2012 – 2019
Installation Management Command, <i>Budget Analyst</i>	2010 – 2012
The University of Texas at El Paso, <i>Academic Tutor</i>	2009 – 2010
Fresh Start Finance Inc., <i>Assistant Finance Manager</i>	2005 – 2009